

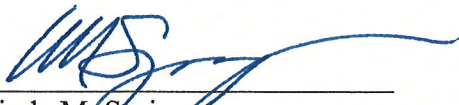
CHARTER FOR THE FEDERAL SALARY COUNCIL

- A. OFFICIAL DESIGNATION: Federal Salary Council
- B. OBJECTIVES AND SCOPE: To comply with section 5304 of title 5, United States Code, the President's Pay Agent must provide for meetings with the Federal Salary Council to consider issues relating to Federal locality-based comparability payments. The Council presents its views and recommendations to the President's Pay Agent or its designees concerning—
- (1) The establishment or modification of pay localities;
 - (2) The coverage of Bureau of Labor Statistics surveys of non-Federal pay;
 - (3) The process of comparing the rates of pay payable under the General Schedule with rates of pay for the same levels of work performed by non-Federal workers; and
 - (4) The level of comparability payments that should be paid in order to eliminate or reduce pay disparities.
- C. DURATION: Section 5304 of title 5, United States Code, provides a continuing, permanent role for the Federal Salary Council in the Federal pay comparability process.
- D. OFFICIAL TO WHOM COUNCIL REPORTS: The Federal Salary Council reports to the President's Pay Agent, who is appointed by the President under section 5304 of title 5, United States Code. In Executive Order 12748 (February 1, 1991), the President designated the Secretary of Labor, the Director of the Office of Management and Budget, and the Director of the Office of Personnel Management (OPM) to serve jointly as the President's Pay Agent.
- E. AGENCY PROVIDING NECESSARY SUPPORT: In Executive Order 12764 (June 5, 1991), the President delegated responsibility for providing administrative support to the Federal Salary Council to OPM, subject to the availability of appropriations. This includes the authority to approve the agenda, make determinations under section 10(b) and (d) of the Federal Advisory Committee Act, provide the required notice of meeting, file the charter of the Council, ensure that detailed minutes of the meetings are kept, and provide the support services required by sections 11 and 12 of the Act. The Deputy Associate Director for Performance and Pay Systems, OPM, serves as the Designated Federal Officer to the Council.
- F. COUNCIL RESPONSIBILITIES: Each year the Federal Salary Council submits its views and recommendations on Federal locality-based comparability payments to the

President's Pay Agent. All Council members have equal status, and all members' views are given equal consideration. The Chairman of the Federal Salary Council certifies the accuracy of all minutes.

- G. ESTIMATED ANNUAL OPERATING COSTS IN DOLLARS AND FULL-TIME EQUIVALENTS: In addition to actual staff time devoted to technical discussions at the meetings, the operating costs of the Federal Salary Council vary depending upon the number of meetings held during the year and the level of work involved in preparing discussion materials. The estimated annual operating expenses of the Council are \$130,000. These expenses include professional staff assistance, members' travel costs, funds to cover expenses for preparing and printing discussion materials (e.g., issue papers, charts, graphs, maps), and administrative costs for filing the charter, preparing *Federal Register* notices, preparing minutes of the meetings, etc.
- H. ESTIMATED NUMBER AND FREQUENCY OF MEETINGS: The number and frequency of meetings of the Federal Salary Council vary according to the particular subjects being considered. In recent years, the Council has met once per year.
- I. TERMINATION DATE: Not applicable. The Federal Salary Council has a continuing, permanent role in advising the President's Pay Agent on Federal locality-based comparability payments.
- J. FILING DATE:

APPROVED:



Linda M. Springer
Director, Office of Personnel Management

MAR 26 2008

Date